

	Statewide	Higher Education	General Government Department
Number of Employees*	31,540	9,695	21,845
Average Age	45.7	47.4	45.1
Average Length of Service	9.8	9.9	9.7
Average Annual Salary	\$46,215	\$38,487	\$48,864
Percent Minorities	26.7%	31.4%	25.1%
Percent Females	47.9%	59.6%	26.7%

\* Includes data on numbers of CSU state personnel system employees (2,208) as of August 2003.  
Other above categories do not include these CSU employees because updated data is not available.

Percent of Employees Eligible to Retire within the Next Five Years **	28.2%	30.1%	27.5%
Annual Turnover Rate (FY 02-03)	11.4%	12.1%	11.2%

\*\*Retirement data is updated annually.

#### Definition of an employee of the state personnel system:

- Often referred to as "a state classified employee " or a "civil service employee";
- Works in the state personnel system;
- Regular full-time or part-time employees;
- Does not include higher education faculty;
- Does not include higher education professional staff/administrators;
- Does not include legislative or judicial staff; and,
- Does not include temporary/contingent employees.

Generally, data do not include information from one of the largest public universities, Colorado State University (CSU) unless otherwise noted.

#### Definition of turnover for employees in the state personnel system, are defined below:

- Employee initiated separations;
- Employer initiated separations;
- Layoffs;
- Retirements; and,
- Deaths.

The state excludes employees who transfer from one department to another (unless otherwise noted) because they are still considered employees of the state personnel system.

## HIGHLIGHTS BY GENERAL GOVERNMENT DEPARTMENT & HIGHER EDUCATION INSTITUTION

Department	Number of Employees	Annual Salary	Average Age	Years of Service
DEPT OF AGRICULTURE	236	\$49,299	47.6	12.2
DEPT OF CORRECTIONS	5,350	\$46,903	43.8	7.7
DEPT OF EDUCATION	156	\$40,609	46.5	9.5
DEPT OF HEALTH CARE POLICY & FINANCE	184	\$57,066	44.7	5.9
DEPT OF HUMAN SERVICES	5,136	\$43,860	45.2	9.4
DEPT OF LABOR & EMPLOYMENT	1,085	\$50,824	47.6	10.5
DEPT OF LAW	134	\$49,190	46.5	8.9
DEPT OF LOCAL AFFAIRS	148	\$58,272	46.9	9.6
DEPT OF MILITARY & VETERANS AFFAIRS	95	\$46,333	48.0	6.8
DEPT OF NATURAL RESOURCES	1,344	\$55,686	45.3	12.2
DEPT OF PERSONNEL & ADMINISTRATION	518	\$52,255	46.0	10.9
DEPT OF PUBLIC HEALTH & ENVIRONMENT	1,079	\$59,446	46.1	9.9
DEPT OF PUBLIC SAFETY	1,252	\$53,463	40.5	10.1
DEPT OF REGULATORY AGENCIES	487	\$59,390	48.4	10.7
DEPT OF REVENUE	1,374	\$48,368	46.7	11.3
DEPT OF STATE	104	\$45,395	43.2	5.7
DEPT OF TRANSPORTATION	3,086	\$48,716	45.9	11.5
DEPT OF TREASURY	23	\$53,819	43.7	8.2
GOVERNOR'S OFFICE	4	\$65,676	47.2	13.2
STATE AUDITOR'S OFFICE	50	\$61,558	36.8	5.9
ALL DEPARTMENTS	21,845	\$48,864	45.1	9.7

Institution	Number of Employees	Annual Salary	Average Age	Years of Service
COLORADO COMMISSION ON HIGHER EDUCATION	4	\$38,898	51.3	17.5
COLORADO HISTORICAL SOCIETY	40	\$37,193	45.4	10.5
COLORADO STUDENT LOAN PROGRAM	91	\$39,967	47.0	9.5
ADAMS STATE COLLEGE	101	\$32,906	44.3	10.0
ARAPAHOE COMMUNITY COLLEGE	115	\$34,861	45.9	7.0
AURARIA HIGHER EDUCATION CENTER	274	\$35,571	45.8	9.3
COLORADO COMMUNITY COLLEGE SYSTEM	122	\$45,246	45.1	9.5
COLORADO NORTHWESTERN COMMUNITY COLLEGE	38	\$31,430	42.1	8.4
COLORADO SCHOOL OF MINES	250	\$41,964	47.9	9.6
COMMUNITY COLLEGE OF AURORA	50	\$36,511	46.0	8.7
COLORADO STATE UNIVERSITY - PUEBLO	127	\$37,910	47.7	13.8
COMMUNITY COLLEGE OF DENVER	51	\$39,990	46.0	11.3
FORT LEWIS COLLEGE	174	\$36,823	47.1	8.6
FRONT RANGE COMMUNITY COLLEGE	229	\$33,305	46.1	6.8
LAMAR COMMUNITY COLLEGE	20	\$30,558	50.6	10.1
MESA STATE COLLEGE	116	\$31,534	47.4	7.6
METROPOLITAN STATE COLLEGE OF DENVER	231	\$44,549	45.6	11.4
MORGAN COMMUNITY COLLEGE	22	\$30,156	45.0	6.3
NORTHEASTERN JUNIOR COLLEGE	50	\$30,310	51.1	11.8
OTERO JUNIOR COLLEGE	31	\$29,337	44.8	12.1
PIKES PEAK COMMUNITY COLLEGE	216	\$36,986	43.6	7.8
PUEBLO COMMUNITY COLLEGE	104	\$32,035	46.7	8.9
RED ROCKS COMMUNITY COLLEGE	97	\$35,240	45.5	7.9
TRINIDAD STATE JUNIOR COLLEGE	45	\$33,035	49.1	15.6
UNIVERSITY OF COLORADO - ALL CAMPUSES	4,259	\$39,637	48.1	10.1
UNIVERSITY OF NORTHERN COLORADO	558	\$36,582	47.5	10.8
WESTERN STATE COLLEGE	72	\$38,235	46.7	11.7
ALL INSTITUTIONS	7,487	\$38,487	47.4	9.9

Statewide				
Occupational Group	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	4,531	\$33,511	46.5	9.1
Enforcement and Protective Services	5,583	\$47,660	41.9	8.0
Financial Services	1,687	\$50,652	46.4	10.6
Health Care Services	3,185	\$41,722	45.4	7.9
Labor, Trades, and Crafts	4,753	\$34,356	46.8	9.3
Medical	41	\$117,768	51.0	7.2
Physical Sciences and Engineering	1,847	\$65,591	46.1	12.3
Professional Services	7,476	\$56,152	47.0	11.8
Teacher	229	\$44,749	47.4	7.5

By Department				
Occupational Group	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	2,370	\$34,436	45.5	8.9
Enforcement and Protective Services	5,441	\$47,550	41.8	8.0
Financial Services	1,154	\$55,433	46.1	11.1
Health Care Services	2,879	\$42,168	45.1	7.9
Labor, Trades, and Crafts	2,736	\$37,221	46.3	9.5
Medical	41	\$117,768	51.0	7.2
Physical Sciences and Engineering	1,617	\$67,078	45.7	12.6
Professional Services	5,439	\$58,417	46.9	11.8
Teacher	168	\$52,789	49.3	8.7

By Institution				
Occupational Group	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	2,161	\$32,497	47.5	9.4
Enforcement and Protective Services	142	\$51,907	45.4	9.8
Financial Services	533	\$40,301	47.3	9.6
Health Care Services	306	\$37,521	48.0	8.2
Labor, Trades, and Crafts	2,017	\$30,470	47.5	9.1
Medical	0	NA	NA	NA
Physical Sciences and Engineering	230	\$55,132	48.5	9.8
Professional Services	2,037	\$50,102	47.2	11.8
Teacher	61	\$22,605	42.0	4.2

Statewide				
Gender	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Female	14,059	\$43,061	45.9	9.6
Male	15,273	\$49,118	45.4	9.9

By Department				
Gender	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Female	9,594	\$45,964	45.1	9.2
Male	12,251	\$51,135	45.1	10.1

By Institution				
Gender	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Female	4,465	\$36,821	47.8	10.4
Male	3,022	\$40,941	46.9	9.2

## ETHNICITY HIGHLIGHTS

Statewide				
Ethnicity	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Black	1,559	\$41,518	45.0	8.7
American Indian or Alaska Native	329	\$43,134	44.5	8.9
Asian	649	\$43,695	45.5	10.0
Hispanic or Latino	4,995	\$40,228	44.1	9.7
White, Non-Hispanic	21,496	\$48,249	46.1	10.0
Native Hawaiian or Pacific Islander	304	\$33,500	47.9	2.6

By Department				
Ethnicity	Number of Employees	Average Annual Salary	Average Age	Average Years of Service
Black	1,191	\$43,564	44.3	8.2
American Indian or Alaska Native	246	\$45,825	44.2	9.2
Asian	344	\$51,579	43.9	9.8
Hispanic or Latino	3,696	\$42,785	43.3	9.6
White, Non-Hispanic	16,361	\$50,611	45.6	9.9
Native Hawaiian or Pacific Islander	7	\$50,083	42.3	5.0